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**UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA  
SAN FRANCISCO DIVISION**

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, *et al.*,

Plaintiffs,

v.

UNITED STATES OFFICE OF PERSONNEL  
MANAGEMENT, *et al.*,

Defendants.

Case No. 3:25-cv-1780-WHA

**CERTIFICATION OF THE  
ADMINISTRATIVE RECORD**

1 I, Stephen D. Hickman, declare as follows:

2 1. I am an employee in the Executive Secretariat, U.S. Office of Personnel  
3 Management. I have been tasked with compiling the administrative record in the above-  
4 captioned matter, in which Plaintiffs allege that Defendants “ordered federal agencies across the  
5 country to terminate tens of thousands of federal employees by sending them standardized  
6 notices of terminations, drafted by OPM, that falsely state that the terminations are for  
7 performance reasons.”

8 2. The facts attested to herein are based on information made available to me in the  
9 course of my official duties.

10 3. I certify that the Index attached hereto constitutes, to the best of my knowledge, a  
11 true and complete description of the documents and materials that constitute the administrative  
12 record of non-privileged decisionmaking related to the guidance from OPM to other executive  
13 agencies regarding probationary employees.

14 I declare under penalty of perjury that the foregoing is true and correct.

15 Dated: May 9, 2025

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18 s/ Stephen D. Hickman  
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